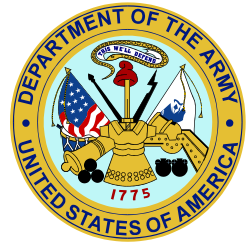




An unofficial publication

The FAO Supervisor

A Quarterly Pulse From Your Proponent



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CHIEF'S CORNER

It is my privilege to write to you all as the newly installed Chief of the Strategic Leadership Division (DAMO-SSF). COL Mark Volk left big shoes to fill; as a FAO and as his immediate successor, I am indebted to him for all he has done to invigorate the Army's FAO program and to look out for the interests of FAOs serving around the world, while ensuring the Army's need for trained FAOs is satisfied. Having just returned to the States following two successive operational FAO tours (most recently as DATT/ARMA to Slovakia), I must admit to having had a certain level of ignorance regarding the FAO Proponent, specifically its purpose and function. These last three months have been an eye opener and provided a swift introduction to the challenges of accessing, training, and maintaining a healthy population of qualified FAOs across the AOCs, at each grade—O4-O6. Many of you have contacted me about the continuing disconnect between the FAD and CFD processes, itself largely the product of the imperative to resource the ops career fields first--above the other career fields--from shortage year groups. We share your concerns and are implementing measures to prioritize the accession of officers from those branches that are projected to be "donor" branches come the time of the CFD board (e.g., Armor and Infantry Branches). Admittedly, that will not provide relief to those officers in YG93 who were not designated FA48 this time around (the appeals process has yet to play out), nor will it favorably impact those YG 94 and YG 95 populations from shortage branches already in the training pipeline. Recent CFD trends also foreshadow a potential shortfall in meeting future FAO authorizations. We are devising courses of action to redress this potential imbalance.

During my short tenure here, I have been impressed at the breadth of issues and actions that the Proponent handles on a daily basis, typically in concert with FAO Assignments. We will endeavor to get the word out regarding what the FAO Proponent does for the Army and for its serving FAOs. Lastly, I would like to emphasize that SSF maintains an "open door" for queries/feedback from the field. We welcome your correspondence and are committed to responding in a timely and professional manner.

COL Peter C. Brigham, Chief, Strategic Leadership Division.
Email peter.brigham@hqda.army.mil.



Purpose: To facilitate regular, ICT-focused communications with our busy in-country supervisors.

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Hot Topics:

Trip reports. They are required for all Government-funded ICT travel. Please ensure that they are completed and forwarded in a timely fashion. Instructions for completing these reports are in the Supervisor's Guide and the ICT Guide. We ask you to review these reports and mentor our trainees accordingly. The trip report is *the* tool an ICT FAO has to develop his/her analytical and writing skills. We also use trip reports to highlight the training that our FAOs receive to the Army Budget Office. We highly encourage FAOs to submit trip reports by e-mail in order to save on time and give them timely input.

New ICT FAO Support Agreement: Effective 1 October 2003, all FAO trainees arriving for ICT in their respective countries will have inprocessed through the Military Personnel Division (MPD) at the Presidio of Monterey (POM) instead of the Army/Joint Field Support Center. ICT bound FAOs are authorized one day TDY enroute to in-process in Monterey. POC for MPD is Ms. Susan Kastner, Chief MPD, commercial phone (831) 242-5421 or DSN 768-5421. Specific POCs for personnel and finance matters will be forthcoming. Those ICT FAOs who in-processed with AFSC/JFSC prior to 1 October will continue to be supported by AFSC/JFSC until they complete and PCS from ICT. POC for this action at the FAO Proponent Office at DAMO-SSF is LTC Fotopoulos.

Establishment of In-Country Training Sites in Russia and Serbia: DAMO-SSF continues to coordinate the establishment of a long-term In-Country Training (ICT) Sites in Moscow and Belgrade. The ARMA, DAO Moscow is working with DAMO-SSF and the Russian MOD to establish an ICT Site in Moscow that involves the attendance of a FAO officer at their Combined Arms Academy beginning July 2004. LTC Hodgkins recently conducted a detailed site survey in Belgrade to identify personnel, logistical and financial requirements. Both sites will offer greater flexibility in our European and Eurasian ICT Programs.

DAMO-SSF Relocation: Please note that we recently relocated our office. The phone numbers are the same, with the exception of the fax number. The new information is shown on the first page.

REGIONAL NEWS



From the Latin America Desk:

During the last quarter I've had an opportunity to interact with a number of you and learn more about your sites. I look forward to future face-to-face contact through my upcoming visits. I visited El Salvador, Guatemala and Mexico from 16-26 Nov. I appreciate the effort that MILGP Guatemala and DAO San Salvador and Mexico City put forth toward my visit. It was highly successful and I was able to accomplish even more than I had hoped. I plan to visit all of the ICT sites during the next year or two and I will be in contact with you either directly or through the ICT FAO at your site to coordinate these visits.

As a result of decreased funding and fewer FAO accessions, the Proponent will not be able to send as many FAOs to ICT as it has in the past. In Latin America, this means that by the beginning of the next FY I won't have enough FAOs to train in each ICT site. This necessitates the closing or suspension of one to three sites to better manage the ICT Program. I have temporarily suspended two sites, Bolivia and Venezuela, because of the political turbulence there, but this is only a temporary measure until the situation becomes more secure. By the end of this FY, I will make a decision about which site(s) I will close. Several months ago I asked each ICT FAO to forward a message to each of you requesting your input on your particular site. About half have responded so far. If you have strong feelings one way or the other about your site, please contact me and let me know your position. I plan to speak to you on my visits downrange, but I will be more than happy to address the issue with you before that time.

As I mentioned in the last newsletter, I am planning a Latin American FAO/MPEP conference this year. I would like to thank LTC Scott Messinger and the ODC Uruguay for volunteering to host the conference in Montevideo from 23-27 February 04. We have been working together to develop the agenda and put together the right activities and briefings to make this a conference that will be beneficial to all. I have a representative from Human Resources

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Command (HRC, formerly PERSCOM), SOUTHCOM, USARSO, the Joint Staff, and the Army Staff (Political and Military Affairs) who have at least tentatively committed to attend and brief their respective areas. All FAOs are welcome to attend. FAOs in training will use their travel funds to come to the conference, preferably in conjunction with one of their scheduled trips to that region. All others must utilize their own organization's funds. I will send out a message soon with all the details.

The revision of the ICT Supervisor's Guide is still in progress. As I stated in the last newsletter, it will mirror the new ICT guide and will incorporate changes needed to better train and prepare FAOs for future assignments. It is important for you to understand and support the new FAO training competencies (objectives) in order for the training to be more effective. Look for it to be complete by the end of the year or early next year. If you haven't had an opportunity to take a look at the new ICT guide, please do so. It will give you a good idea of what the new Supervisor's Guide will be like, and it will also make you aware of the requirements that the FAOs now have. In both the new ICT Guide and the ICT Supervisor's Guide you will find the MOA Between DIA, DSCA, and The Army that outlines responsibilities pertaining to the ICT Program. If you haven't seen it before, please take a moment to read it so that you will be more familiar with how the ICT Program should be executed. The current agreement will soon be updated, due to some recent changes, but it is still the agreement in force.

Please forward this on to anyone who you think can benefit from the information here. If you receive this through someone else and would like to be on the distribution list, just send me an email and I will add you to it. Please feel free to contact me any time if I can be of service.

LTC Kim Jon Anglesey

From the Europe/Eurasia Desk:

The FAO/MPEP Conference that took place in Bern, Switzerland in September went superbly. I felt that my face-to-face contact with the all the 48s - both individually and as a group - was extremely useful. These meetings permitted a fluid exchange of the FAO Proponent's policies, procedures and guidance that is otherwise difficult to accomplish via phone or email. I wish to once again offer a special thanks to Col Aubrey, the DATT, and the US Embassy country team members for hosting such a successful event. Col Cox, US NATO Planner; Dr. Sheridan, Director, American University/Brussels Center; and Maj Hocevar, NATO Division, EUCOM, also deserve special recognition for presenting a variety of exceptional and informative briefings. I fully intend to retain their briefings - Multicultural Adaptations; NATO 101; EU Enlargement/ESDP; and EUCOM Current Operations - for the conference next year. I am also considering adding the following presentations: SHAPE 101; OSCE 101; and Eurasian Current Operations. Plus, I intend to propose an expansion of the conference next year to include our 48Es assigned to the Marshall Center. In closing, I welcome any additional feedback you may have, and I am looking forward to next year's conference in Prague.

From the Africa Desk/Middle East Desk:

I'd like to start by thanking everyone for their cooperation in training FAOs. I'd particularly like to note the success in Africa. Here, the DATTs, SAO Chiefs, and ACSS have all kicked-in to bring training opportunities to ICT FAOs. Our 48J Training Opportunities website is working great. If you haven't seen it yet, it is located off of the FAO ICT web page at https://www.hqda-odcsops.army.pentagon.mil/fao_protected/ict/ict.html (requires AKO ID and password). If you have any events or requirements that would serve as good training events, I strongly encourage you to contact me at christopher.brown@hqda.army.mil.

In the Middle East, we are looking at a major drop in ICT FAOs by the end of next summer. Due to a shortage of officers, only 25% of ICT slots will be filled by September 2004. Unfortunately, this has left a number of your sites vacant. This does not represent a policy decision to close the sites, but only to gap them until officers become available. This situation is an apparent dichotomy in that when the Army needs 48Gs most, we're training the fewest. Most of this is a result of shortage year groups now entering training. It is also the result of poor position coding in the Joint and Major Commands. Billets that demand 48G skills aren't being coded 48G. Without this formal demand, we won't get the number of officers wanted at CFD; hence, the commands are left short.

More generally, we're always looking to improve In-Country Training. If you haven't looked over the first couple pages of the JUN 03 ICT Handbook, I'd ask you all to take a look. We are looking to strike the right balance between depth and breath in training our 11 Focus Competencies. Each site is unique, but our goals in the ICT Handbook are universally true; it's just that the opportunities to train vary greatly. As to training activities, some sites in Africa and the Middle East are dominated by a major school, while others are totally lacking. We would like to strike a balance between the two.

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From the Asia Desk:

After the resounding success of the last Asia ICT FAO Conference in Seoul, Korea we have decided to make it an annual event - funding permitting. The 2004 Asia ICT FAO Conference will take place on 19-23 January 2004 in Sydney, Australia where it will be combined with the Military Personnel Exchange Program (MPEP) and hosted by the DAO in Canberra. Although priority for attendance remains with the ICT FAOs, their supervisors may attend at their own expense. As with last year, we expect to have an HRC (formerly PERSCOM) assignments officer, and other guest speakers address the participants. I ask all supervisors to encourage and support your ICT FAOs to attend. In order to minimize the burden on DAO Canberra, I have asked all participants to go through me for coordination, and I will serve as the single point of contact with the DAO. Look forward to see many of you in Sydney.

Due to reduced requirements for country expertise and smaller numbers of incoming FAOs, the proponent will have to temporarily close some ICT sites next year. I will work with the supervisors and local overseers of these sites to ensure there will not be significant impact if we fill some sites on an every other year type of arrangement. More to follow.

On another issue, the war in Iraq and the overall OPTEMPO in the Army are causing budget worries at all levels. The FAO training program is in better shape than many financially, but there is increasing pressure to both reduce our training length and be prepared to take cuts in funding. I ask all supervisors to understand that the new standard for ICT is about twelve months and the funding for travel may not allow ICT officers to conduct all the travel they planned. Priority of travel is still to countries in the AOC region.

I wish you all happy and peaceful holidays and a safe prosperous new year. Regards, LTC Vas Fotopoulos

UPCOMING EVENTS

20 NOV 03

- FY04 ICASS Invoices distributed

8-12 DEC.03

- FAOC Conference, BG Ryan, the new Director for DAMO-SS, will be our keynote speaker.

08 DEC 03

- FY04 ICASS budget submissions are due in Washington (see www.icass.gov)

14-15 JAN 04

- COHORT YG 97 AOC Selection Board

19-23 JAN 04

- Asian FAO/MPEP Conference, Sydney, Australia

23-27 FEB 04

- Latin American FAO/MPEP Conference, Montevideo, Uruguay.

15 APR 04

- DA1577 and Maintenance Reports are due to DAMO-SSF



Visit the Proponent's Website at <http://www.fao.army.mil/>